

MUSTANG DAILY

NOVEMBER 22, 1994

TUESDAY

VOLUME LIX, No. 43

Many academic senators sit the fence as calendar change heads for a vote

By Joy Nieman
Daily Managing Editor

With only a week left before deciding the future of Cal Poly's calendar, most faculty and staff members in the Academic Senate said they still had not decided how to vote.

In a recent telephone poll of 43 Senate members, seven said they planned to vote for a change to semesters at the Nov. 29 Senate meeting and nine said they planned to vote against a change. Twenty-six senators remained undecided.

"I want to hear all the debates before I make a firm decision," biology professor Leslie Bowker said Wednesday.

Five senators could not be reached and one declined to participate in the poll.

The Senate will vote Nov. 29 either to keep Cal Poly's current quarter system or change to a 16-week semester system with one week of finals.

The Senate passed a resolution last year stating that any

At the Nov. 29 Academic Senate meeting, do you foresee yourself voting for or against a calendar change? Or are you undecided?

In favor of a change: 7
Against a change: 9
Undecided: 26

How strongly does last year's student referendum on the calendar affect your position?

Very strongly: 1
Strongly: 9
Moderately: 20
Little: 5
Very little: 7

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This informational poll was conducted of Academic Senators between Wednesday and Monday. Five senators could not be reached for comment. Others declined comment on specific questions.

proposed change in the calendar must be approved by the Senate and the general faculty. If the Senate chooses to support semesters, a vote will be put to the faculty during the beginning of winter quarter.

President Warren Baker said Monday he will make his final decision after the Senate and faculty vote.

"I'll be guided almost entirely by the advice I receive from

the Academic Senate and faculty with the assumption that the advice is taking into account the views of the students, both in discussion with student leaders and the referendum of the students," Baker said.

Mathematics professor and Cal Poly's California Faculty Association chapter President George Lewis said Thursday he plans to vote against the

See SENATORS, page 3

NATO retaliates, bombs airfield in Serb-held Croatia

U.S. planes among jets used in response to repeated Serb strikes

By Aida Cerkez
Associated Press

SARAJEVO, Bosnia-Herzegovina — In its biggest airstrike ever, NATO retaliated Monday for repeated Serb attacks on a U.N. safe haven by bombing an airfield in a Serb-controlled section of Croatia.

NATO commanders said the raid knocked the Udbina airfield out of commission for 30 days. The airfield and its artillery batteries have been used by Serbs in recent weeks to terrorize residents of government-held areas of northwest Bosnia.

A Croatian commander tweaked his nose at the NATO raid, saying only two runways were damaged by the midday airstrike and could be repaired as early as Wednesday.

About 30 F-15s, F-16s, Jaguar and Mirage jets from the United States, Britain, France and the Netherlands crossed the Adriatic for the airstrike, NATO's seventh

since the Bosnian war started in April 1992 and the alliance's first in neighboring Croatia.

The bombers struck the airfield 22 miles southwest of the U.N.-designated safe area of Bihac and reportedly took out its anti-aircraft guns and one surface-to-air missile site, said Adm. Leighton W. Smith, NATO commander for southern Europe.

"Initial reports are that the strike was successful," Smith said. Serb surface-to-air missiles were fired at the NATO planes, but he said all warplanes and 20 support aircraft returned safely to their bases in Italy.

The U.N. commander for former Yugoslavia, Gen. Bertrand de Lapresle, requested the NATO warplanes target runways and taxiways — not destroy aircraft, Smith told reporters in Naples, Italy.

"Our intention was to try to limit collateral damage," Smith

See BOSNIA, page 7



Architecture sophomore Min Do gets advice from Ellen Notermann, a College of Architecture and Environmental Design academic counselor. Do transferred to Cal Poly this fall quarter / Daily photo by L. Scott Robinson

Guiding students down Career Avenue

By Cindy Utter
Daily Staff Writer

Fall quarter is winding down and finals week is coming up fast. But Career Services and different college advisement groups can help students with the stress of exams, low grades

and give advice for career direction.

Career Services helps students to decide on careers by providing current information on employers, job announcements, salary trends, internship and training programs, interna-

tional careers and graduate schools.

Business graduate Gloria Joseph said mock interviews provided by Career Services have helped her better prepare for interviews.

See SERVICES, page 5

Critics protest mental test for welfare applicants

By Michelle Locke
Associated Press

MARTINEZ, Calif. — In an unusual step, county officials here are proposing that welfare applicants be required to take a mental health test before picking up their check.

Advocates for the poor are threatening to sue, denouncing

the plan as punitive and mean-spirited.

"I think it's ridiculous," said Robert Newman, an attorney for the Western Center on Law and Poverty in Los Angeles.

County officials maintain the test is not intended as a punishment — applicants don't have to pass it to get benefits — and has

not yet been imposed. It was put on hold after the uproar and is currently under review.

"I guess they don't like the fact that we're thinking about doing this," said John Lee, welfare division manager for the social services department.

Advocates don't have a

See TEST, page 5

College of Business dean to be named by next week

By Ajay Bhamhani
Daily Staff Writer

The search committee for a new College of Business dean will submit a list of three final candidates to Vice President for Academic Affairs Robert Koob today.

The committee conducted interviews with six in-house candidates, including business administration professors Walter Perlick, John Rogers and Kenneth Reiner, accounting professor William Boynton, industrial technology professor Fred Abitia and interim dean Walter Rice.

Koob, who also conducted interviews with the candidates, will consult President Warren Baker before naming a new dean next week.

The interview process lasted two weeks, according to Koob's

office.

The committee began its search following the reassignment of then College of Business dean Allen Haile. Haile now holds the position of fundraiser and liaison for university advancement.

The search committee consists of College of Business faculty members Jim Anderson, Lee Burgunder, Luc Soenen, Dan Williamson and Jack Robison. Agribusiness professor Ken Scott, math professor Harvey Greenwald, College of Engineering Dean Peter Lee and business senior Brad Howard are also on the committee.

Haile left the post Oct. 14. Rice was then named interim dean. Rice is the sixth person to occupy the dean's office in the past five years since Ken Walters

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INSIDE TODAY'S MUSTANG DAILY



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AGENDA

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GRAPHIC ARTS, 226 CAL POLY
SAN LUIS OBISPO, CA 93407
Advertising: 756-1143
Editorial: 756-1796
Fax: 756-6784

AGENDA
TUESDAY
OF
WEEK 10

NOV.
22

12 school days left in term.

TODAY'S WEATHER:

Mostly sunny, NW winds 10-15 mph

Expected high/low: 67/37

Academic Senate

Faculty members will be discussing the calendar issue at today's Academic Senate Meeting from 3 to 5 p.m. in University Union 220. The senators from each college on campus will vote on the issue at the Nov. 29 meeting.

The issue concerns whether or not Cal Poly will remain on the quarter system or switch to the semester system.

ASI is urging students and others to attend the meeting to voice their concerns.

TODAY

Butterflies to the Sea •

Talk and walk along Meadow and Carpenter Creeks. Meet at the Interpretive

Physics Lecture • "Introduction to the Hitachi S-450 Scanning Electron Microscope." Bldg. 52-E26, 11 a.m.

WEDNESDAY

Education Speech • Nov. 23. The founder of Teach Prep will speak on, "Teach Prep: Preparing Students for the 21st Century." Cuesta College Conference Center, 9 a.m.

Academic Holiday • Nov. 23-27. There will be no classes due to Thanksgiving.

UPCOMING

Monarch Butterflies • Nov. 25. Meet Pismo Docents at the Pismo Butterfly Trees on Highway 1 between Pismo and Grover Beach, 11 a.m. and 2 p.m.

Chumash Auditorium • Nov. 26. A talk on the culture, artifacts and historical contribution of the Chumash to the Central Coast, 11 a.m.

Ethnic Studies Lecture • Nov. 30. "The Complexion of California Literature," U.U. Room 220 — 756-1707

Agenda Items c/o Cindy Webb,
Graphic Arts 226, Cal Poly 93407
Fax: 756-6784

Surviving the Hunt

by Clark Morey
Daily Staff Writer

Cal Poly's graduates will need more job-finding skills than ever as employment becomes an increasingly elusive quarry.



Fall quarter is almost over. And for Cal Poly December graduates, it will be an end to a long four, five or six years.

Now the real fun begins. "The Hunt" — job hunting, possibly the most complicated and tedious process a graduate faces outside of this bubble called Cal Poly.

The hunt begins as soon as the graduate or soon-to-be graduate is ready.

Before or after graduation, the time does not matter. Dedication does.

The graduate is a hunter in search of sustenance. One must always remember, this is a hunt. The graduate must rely on keen eyes to spot the possibilities, a sense of smell to recognize what lays ahead and hopefully some experience to anticipate what will happen with that particular industry or company.

The hunter (graduate) knows the challenges involved and that he or she must meet each individual challenge to catch the prey (employment).

See **Jobs** / Page 3

Many Republicans leery of proposed term limits policy

By Jim Abrams
Associated Press

WASHINGTON — House Republicans, committed to a first-ever vote on congressional term limits, are having second thoughts about limiting their own stays in Washington.

The man who will be the new House majority leader, Rep. Dick Armey of Texas, suggested that public support for term limits may wane now that the GOP will control Congress. If Republicans "can straighten out the House," he said in a recent interview, Americans may not be so enthusiastic about a constitutional amendment limiting the time a person may serve in Congress.

"They don't want to go home, they love this job," said Cleta Mitchell of the Term Limits Legal Institute in explaining the difficulty of getting the two-thirds majority in both chambers needed to pass a constitutional amendment to limit terms.

The House Republicans' "Contract With America" that lays out their agenda for their first 100 days in power promises a vote on term limits, which many Republicans made a key issue in their successful runs for congressional seats.

House Speaker Thomas Foley's opposition to term limits was a major factor in his loss to his Republican challenger, George Nethercutt Jr.

But already there are signs that the Republicans, back in power in the House for the first time in 40 years, are not that eager to give up their jobs.

Armey said in a recent National Public Radio interview that he supported term limits because the House has performed so poorly in recent years, but that he did so "with a terrible amount of reluctance."

"I think Americans will find their enthusiasm for term limits waning quite a bit," the Texas lawmaker said, if the Republicans "can straighten out the House."

Another Republican, Rep. Newt Gingrich of Georgia, the next Speaker of the House and the chief promoter of the "Contract," has also dismayed some term limit advocates by saying the legislation would not be retroactive, thus relieving current members of immediate concern about their future employment.

Mitchell said that even with a groundswell of public support for term limits, getting the two-thirds majority of both houses needed for a constitutional amendment will be tough. If the amendment passes both houses, three-quarters of the states would have to ratify it.

James Geoffrey, legislative aide to Rep. Bill McCollum, R-Fla., agreed that the prospects of winning two-thirds of the members were "on the edge." McCollum has 105 co-sponsors for a bill he introduced earlier this year that would limit House members to six two-year terms and senators to two six-year terms.

Many Democrats can be expected to support the Clinton administration position that term limits threaten the election system, and even some key Republicans oppose limits. "I think America is always going to need statesmen and you don't get them out of the phone book," Rep. Henry Hyde, R-Ill., said earlier this year at hearings on term limits.

SENATORS: Baker pledges to make final decision based on wishes of Academic Senate, faculty

From page 1

"I think that the administration has not treated this proposal seriously and I'm particularly disturbed they were unable or unwilling to provide the Senate with a cost analysis for the change," Lewis said.

Baker contended the idea of a calendar change has been treated very seriously.

"We wouldn't be discussing it to this extent on the campus and trying to engage everyone on the campus who has a stake in this to provide their view (otherwise)," Baker said.

Baker also said the ad-

ministration provided the Senate with cost information based on CSU-Humboldt's change from quarters to semesters.

Materials engineering professor William Forgeng said he has not made up his mind as to how he will vote, but was leaning toward keeping the quarter system.

"I know a lot of students feel that three years from now, they may get caught in a big mess," Forgeng said. "It will be a real hard change ... I do feel if it ain't broke, don't fix it. And I don't think it's broke."

Senators also were asked how last spring's student referendum

— in which 87 percent of 3,072 students casting ballots voted in favor of the current quarter system — would affect their vote.

Twenty senators said the referendum will have a moderate affect on their decisions. Nine senators said the student referendum will strongly affect their vote and one senator said the referendum will have a very strong affect on her decision.

Mathematics professor Gerald Farrell, who said he plans to vote against the change to semesters, said the student referendum figures strongly into his decision.

"I think it's better for the students as they've expressed it and

from what I've observed," Farrell said.

Of those who said the student referendum will not weigh heavily in their vote, five senators said the referendum will have little affect on their position and seven said it would have very little affect.

"The statistics and the way they break down is that students that are in a particular system will inevitably vote for that system," said foreign languages professor William Little. "If we were on a semester system and looking at a quarter (system), I can basically guarantee you that

See SENATORS, page 7

JOBS: Experts suggest that job-seekers do their homework before interviews to insure success

From page 2

Here is some advice compiled from a number of different sources.

The job hunter must first decide what he or she wants in terms of career goals and the region in which to live.

"The first thing you want to do is decide what area you want to be in," said Cal Poly graduate and Hewlett Packard employee Mike Crabill. "Then you decide what industry interests you."

With a specific industry or region in mind, one can begin the research.

Associate Director of Career Services Shel Burrell advises students not to rely on one single way to find a job, such as the want ads or just sending out resumes.

"Most jobs are never advertised," Burrell said. "You want to use a variety of resources."

Network, network and network. Crabill said that is the key to employment.

"The best thing to do is find someone in the company you can get as a contact," Crabill said. "You can meet them at job fairs or through campus clubs. Generally, most companies have a huge resume database and they go through that with the certain criteria they want. What are the odds of you getting pulled out of that versus knowing somebody who can recommend you?"

Also, try to have a high level of confidence when making contacts and interviewing.

"If you have two people, one with great grades and no personality and somebody with OK grades and a great personality, the one with the personality will

always win," Crabill said.

According to Crabill the most valuable asset a graduate may have is experience.

"Out here, experience goes a long way," Crabill said. "Try to get as many co-ops as possible to build up your resume. Also join the on-campus professional clubs."

Dave Colvin, a Cal Poly graduate and employee at Ernst and Young, said he owes his job to the Accounting Club.

"You should join (professional) clubs," Colvin said. "The Accounting Club was definitely a ticket to a job for me. I joined the club two years before I graduated so by the time I was interviewing everybody already knew me and the interviews were really laid back."

While a good interview can help someone get their foot in the door, presentation is also very important.

According to IBM spokesperson Jesus Juarez, a graduate should make all the material he or she gives to prospective employers look as professional as possible.

"Always type out the resume. You'd be surprised, a lot of people just write it down," Juarez said.

Juarez also advised job-seekers to be persistent and keep calling companies that accept your resume.

"Always keep calling back to check on the status of your resume," Juarez said. "Be persistent, don't just call once and forget about it."

The graduate should always know the company he or she is interviewing with.

According to Burrell, the Career Services Center and Kennedy Library have huge amounts of company information to draw from.

"The most frequent concern with recruiters is with students not having enough knowledge about the company," Burrell said.

"We encourage students to come in and get information about companies," Burrell said. "Here we also have a lot of information about researching companies."

According to Kennedy Library reference librarian Lynne Gamble, there also is a lot of information about companies available at the library.

"We have a whole handout (on researching companies)," Gamble said. "The best thing to do would be just to come to the reference desk and we can show people the annual reports or other information and send them in the right direction."

Gamble said the library also has the Dow Jones Business system, which is an on-line database for public companies.

"We also have Lexis-Nexis, which is the world's largest database," Gamble said.

According to Gamble, to use Lexis-Nexis a student needs to attend a short class to be certified to use the system. Training is not necessary for the Dow Jones computer information.

But with all of these resources, Burrell said the job market is not getting any easier to break into.

"I'd say the job search process is much tougher now," Burrell said. "Before big companies

would come and recruit, and you could get away with just on-campus interviewing. Now they are laying people off and not hiring as much."

Another way to sneak into the work force is with temporary agencies, Burrell said.

According to Scott O'Brien, a June 1994 graduate from Loyola Marymount University, said he sometimes uses temporary agencies. O'Brien says it is a good way for him to get out and try different careers.

"I've tried (temporary jobs) that I found later I didn't like, and luckily it was only temporary," O'Brien said.

According to Sherry Lane, placement counselor at American Temporary Services, there are more and more temporary jobs opening up.

"I've been here three years and this year there are a lot more companies are using temp agencies," Lane said. "We have maybe 20 percent of the people we place that become permanent employees. We even have some people who don't want to be called unless we have permanent work for them."

According to Lane, most of the people they place are either light industrial or clerical workers.

"Out of the jobs that become permanent, most of them are clerical," Lane said.

But all of the job experts agreed that a job hunter must be persistent, aggressive and know pertinent information. It's not likely that the job a graduate wants will fall into his or her lap — sometimes he or she has to hunt for it.



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MUSTANG DAILY

Lisa Hansen — Sbe rocks; sbe rolls

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EDITORIAL

Keeping duty in perspective

The good news: Nighttime parking permits could be instituted at Cal Poly as early as next quarter. The bad news: Concerns have been voiced by some in the Administration that the cost of insuring students' safety at night may be too high.

We can't help but wonder if the management has its motivations straight.

Public Safety Director Joe Risser said in a recent article it concerns him that his department might lose money if people who normally purchase full-time permits suddenly started buying the cheaper nighttime permits.

And ASI Representative Lisa Schoberg implied such reduced funding might force Public Safety to cut some parking officer positions in later budgets.

But as we understand it, the department is called Public Safety, not Public Money. It disturbs us that administrators might make policy decisions based, not on whether less people will be assaulted on campus (because they can park near a night class instead of walking halfway across a dimly lit campus), but whether it would upset the established worker pool in the department.

We aren't so cold-hearted that we overlook that these are people's lives we're talking about — campus officials have to eat, too. And if reduced funds meant a cut in officer patrols, or fewer officers, we might see reasonable cause for concern.

But we're talking about reducing the number of student and full-time parking attendants, whose basic duty is to check for parking violators.

And if we have to choose between more thoroughly ticketed parking violators and safer, closer parking for students who come to campus at night, you will excuse us if we opt for change.

And let us not forget that some of the department's problems are self-inflicted and not the clear-cut loss they first appear to be.

The Administration set into motion the present parking/safety problem by extending the hours parking permits are required on campus from 5 p.m. to 10 p.m. last year (which, along with bringing them in compliance with CSU regulations, made them more money).

Now that that profit may be diminished through reduced full-time permit sales, don't expect this to mean Public Safety will have to make do with much less than it did two years ago.

Hurrah for our side!

President Warren Baker didn't exactly have pom-poms Saturday, but he was waving football's American West Conference title plaque.

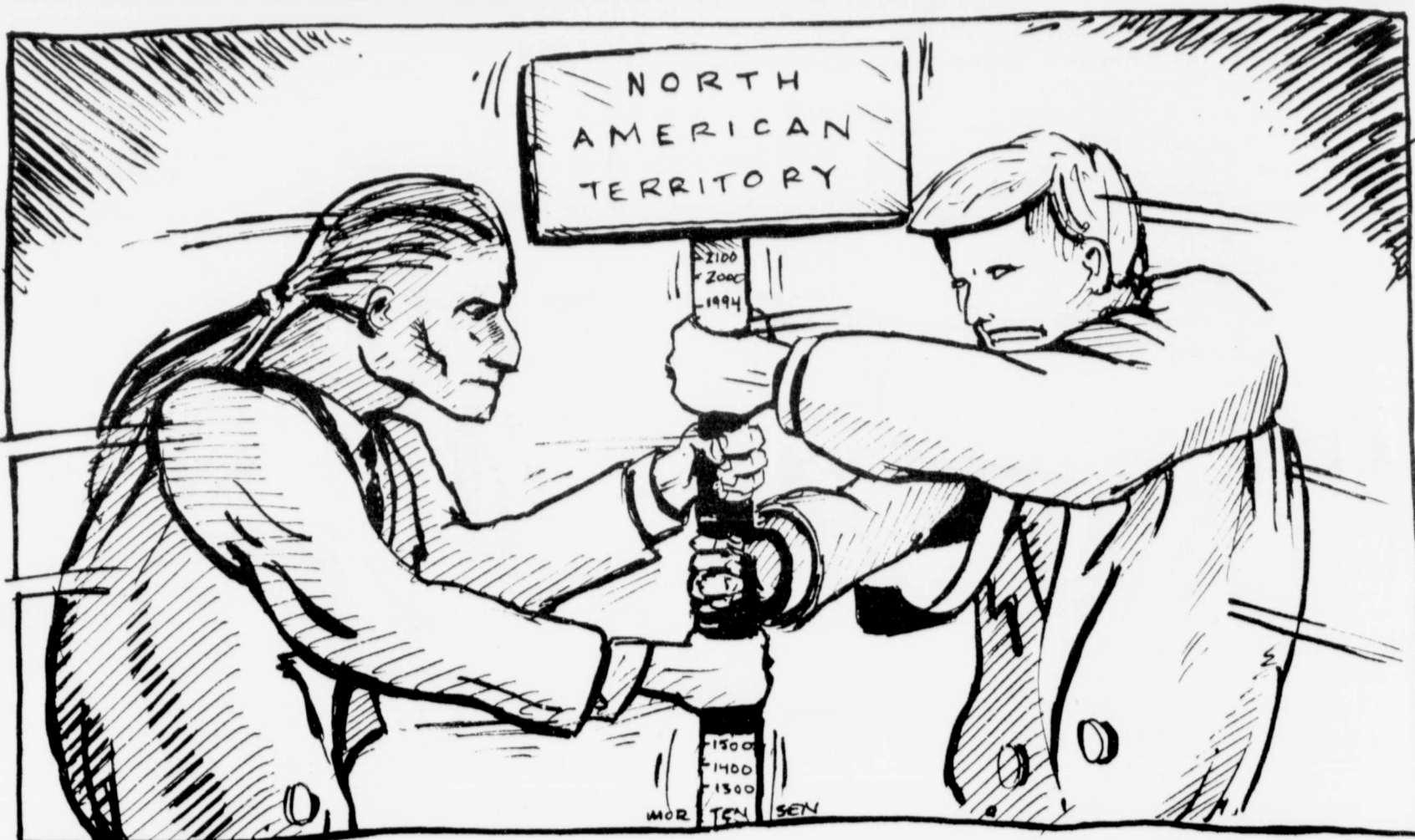
As AWC president, Baker gladly handed the prize to Cal Poly Coach Andre Patterson after the Mustangs defeated Southern Utah 35-21.

There will be no playoffs for the Mustangs this year, but at a new level of competition and with a new coach, the team managed a 7-4 mark and a conference title.

We salute the personable first-year coach and his team for the winning the title and commend the support of the student body for helping to fill Mustang Stadium with 6,024 people.

We have confidence that Patterson and the Athletics Department will have continued success in building a competitive Division I-AA football team, and solid Division I programs in all other Mustang sports.

COMMENTARY



Neoconservative American history

By Donald A. Grinde Jr.

Editor's note: On Nov. 10, Peter Kollman wrote an commentary criticizing Ardarius McDonald's interpretation of America's expansionist past.

As a Native American, I am nonplussed by Peter Kollman's FACT that we are not indigenous to the Americas — thus making me an immigrant to the only land my ancestors and I have ever known.

We Indians would rather die than leave the Americas — this is why you find no American Indian settler/immigrant populations in other parts of the world. Our own histories place us here since the dawn of humankind, and even conservative Euro-American scholarly estimates place us here by about 12,000 B.C., which is quite a bit different than immigrating to the Americas in the last 500 years.

Mr. Kollman should also look at the English common law (he completely ignores French, Portuguese, Spanish and Dutch laws), since there is no precedent for his FACT about buying another people's aboriginal lands. Since 1946, the Indian Claims Commission (a federal entity) has ruled in favor of American Indians in over 500 cases of treaty violations, land fraud and abuse against Indian nations in the last 200 years. (Officially, the U.S. government admits error but not guilt, so that it does not open itself up for even more lawsuits.)

The history of conquest outside the Americas is one in which conquered and colonized people eventually regain some kind of land restoration and autonomy once the ardor of the conquerors wanes.

Two thousand years ago, the Jews were dispersed from Israel by the Romans, and when they showed up again recently to reclaim their original title to Israel, many people recognized it. The nation status of Poland was erased for several generations through conquest; but the Poles' title to their part of Europe was never undone, because they remained as a conquered people on their own lands.

We American Indians observe that the white man thinks he owns the land, but we know that the land (our mother) owns us. Wars, conquest and destruction of peoples, which involves genocide, are the ways that people are supplanted permanently from their native lands. In fact, the history of conquest outside the

Americas is one in which conquered and colonized people eventually regain some kind of land restoration and autonomy once the ardor of the conquerors wanes.

Kollman's colonial definition of democracy actually stands in the way of human liberation and continues to rationalize conquest and subjugation of minority peoples for the sake of those in power.

Many Native American constitutions — such as the Iriquois' Great Law of Peace — fostered freedom and equality among their people while the Europeans still suffered under the caprice of divine-right kings.

Kollman's FACT that the founding fathers were the first human beings ever to institute the idea that a man (what about women?) has the inalienable right to his own life is another facile ideological assertion. In my own Native American society, human beings (men and women) are traditionally free to pursue the individual course of their lives once they have done about 3-4 hours work a day (chopping wood, hunting, cooking, etc.). Many Native American constitutions — such as the Iriquois' Great Law of Peace — fostered freedom and equality among their people while the Europeans still suffered under the caprice of divine-right kings.

Furthermore, I find Kollman's individualistic ideas about freedom without assuming responsibility for past injustices to women and other enslaved and conquered people to be most disturbing and morally complacent. It's like advocating selfish and unjust behavior today because there will be no accounting for it tomorrow. (This is better known as the bottom line approach to social conduct.)

Mr. Kollman could better serve his ideological beliefs about freedom for all by focusing on our very real political and social problems today. But alas, informed self-examination in our contemporary context is more painful than constructing historical ideologies which legitimize the present situation. No doubt, we shall have more such doublespeak and reflexive analysis in the brave neoconservative world that is unfolding before us.

• Donald A. Grinde Jr. is a history and ethnic studies professor.

LETTERS

Setting people on the right path

This letter is in response to the hideous backlash by Cal Eustaquio (Nov. 14) and Kelli Conley (Nov. 15) criticizing Ardarius McDonald's weekly article "Life in Amerikkka."

The main problem with their articles is that when they read McDonald's arguments, their minds play tricks on them.

According to Eustaquio, McDonald has been "blaming us for all the heinous crimes of America's past." In none of McDonald's articles does he "blame" anyone; he simply presents facts regarding the society we live in.

Conley's statement — "I cannot undo the evils of my foreparents nor can I condone them" — should be a state-

ment saved for mass. McDonald does not blame the sins of anyone's foreparents for this society's hierarchical structure; he just points out that the people who benefit from their foreparents' actions perpetuate the same ideologies (consciously or unconsciously).

Many of us are suffering from tunnel vision (delusions of grandeur) and are upset when a truck like McDonald jumps into their pathway and makes us stop, go around or turn around. Either way he has done his job, because he made us pause.

Alidia Trotter
 Speech communication senior

DEAN

From page 1
retired in 1990.

Following Walters' retirement, Perlick, Rogers, Haile and Bill Boyes have all served as dean, but none held the position for more than 18 months.

Haile — the highest-ranking African-American on campus — left the post abruptly after receiving a vote of "no confidence" from College of Business faculty Sept. 30.

Although allegations of racism surfaced soon after his transfer, Haile emphasized a difference of philosophy between himself and the faculty.

Baker said earlier this month that the next dean will serve as dean for at least two years. At that point, a national search will be conducted to hire a permanent dean.

TEST: Those refusing rare test could be denied six months of benefits; critics outraged with rules

From page 1

problem with the test itself since, after all, it was their idea to try to identify recipients in need of mental health services. But they say making the test mandatory turns what was supposed to be a help into a threat.

The policy, proposed in Contra Costa County, appears to be rare. Newman said Monday he was unaware of any other county imposing a similar requirement. Attorneys at the Bazelon Center for Mental Health Law in Washington, D.C., also knew of no similar case.

Under the proposed regulations, people seeking general assistance would be required to take a written test of 50 questions that Lee said takes 10 to 15

minutes to complete. An applicant could be interviewed confidentially by a psychologist if he or she prefers.

Giving answers that indicated a problem would simply result in the person being offered psychological help, Lee said. But refusing to take the test at all could result in a loss of benefits for up to six months.

General assistance is a program of last resort that mostly is received by single adults. It is \$300 a month in Contra Costa County.

The test stems from a settlement reached earlier this year in a lawsuit brought by the Contra Costa Legal Services Foundation over a series of regulations instituted by the county in 1991.

"I think it's ridiculous"

Robert Newman
Attorney for the Western Center on Law and Poverty in Los Angeles

"I guess they don't like the fact that we're thinking about doing this."

John Lee
Welfare Division Manager for the Social Services Department

Under those rules, recipients risk losing benefits from one to six months if they fail to follow a number of regulations including being on time for appointments, looking for a job and getting drug

or alcohol counseling if recommended.

The idea behind the psychological test was to identify people who have trouble meeting those requirements because of mental disabilities, said Bertenthal, litigation director for the legal services foundation.

As originally proposed, the test would have been optional.

He said the Contra Costa rules are too arduous.

"The idea behind the whole thing was if you give people enough opportunities to fail they will," he said.

But county officials said the rules are designed to help welfare applicants find a job.

"Self-sufficiency is the goal of the program," said Lee.

SERVICES: Cal Poly's Academic and Career Services offers students counseling for jobs, grades, internships and stress

From page 1

"(Career Services) counselors have a sense of the type of questions you'll be asked in an interview," she said.

Practicing interviews for different careers such as marketing, finance and consulting built her confidence, Joseph said. Later, she watched her videotaped interviews and was able to analyze her interviewing skills with a counselor. She said this prevented her from making similar mistakes in an actual interview.

If a student needs to choose or change a major, Career Services can offer help, according to Career Services Associate Director Shel Burrell. Counselors give students "interest inventory" tests to find out what they value and what things are most important to them.

Additionally, the counselors might set up a plan to develop skills for a student with three to six month summer or co-op job opportunities. Students receive academic credit and wages for job co-ops that are similar to internships, Burrell said.

An important resource for students are the Career Services workshops offered on resumes, cover letters and job searching. The different workshops are presented one to eight times per quarter.

Hundreds of jobs are listed daily in Career Services. Some jobs are temporary, and may be for only one time. Others are permanent. In February, about 100 companies will come to Cal Poly for a career symposium, Burrell said. Students will be able to talk to prospective employers and learn about the job market.

Students concerned about low grades or planning their schedules should look within their own colleges to see what help is available to them. Some departments even offer peer advisory counseling to students.

Political science senior Stoyana Petroff, a peer adviser coordinator, said her group is involved in numerous activities including helping students choose and plan classes, tutoring and finding student internships.

"We keep an eye out for summer intern programs that offer

research opportunities," she said.

The peer group goes beyond faculty and student counseling, Petroff said.

Some students are intimidated by professors and it's easier for them to talk to another student, she said. Also, they can ask a student more easily than asking an adviser what a certain professor is like, she added.

Petroff said she is able to advise students when some upper division courses will or won't be offered. Also, she can help students select courses that fit their individuality, she said.

So far, the peer group is going to have nine counselors for next quarter, Petroff said.

Human development senior Kimberly Weich said she is one of 17 peer advisers in a group that specializes in planning a student's schedule for a whole year.

"We're there to support students and find ways to improve curriculum," she said. "We provide a link for students to resources inside our department and outside our department (and) within the university."

The peer group has the full support of the psychology and human development department, Weich said. And the group is expanding. For this quarter, there were more than 50 applicants for peer advisers.

The advisers are required to have consistency in giving and receiving information and must be available for students, Weich said. Serious about their commitment, the group follows guidelines from a full manual that is updated annually.

Other colleges on campus are looking for ways to better counsel their students. The College of Business and Student Academic Services recently joined a student counseling partnership, according to Jere Ramsey, a business administration lecturer.

Ramsey said a peer mentoring and advising program helps counsel students with academic, personal and family problems.

Currently, the department is offering four different study groups for students who need academic help. Tutoring is available to students, but on a group basis.

Students are provided one location to find information on a variety of subjects including major concentrations, job listings, job co-ops and student clubs.

The Colleges of Engineering, Architecture, Business and Science and Math all offer advisement centers for student academic counseling.

Student Services Center Coordinator Ellen Notermann said she provides academic counseling for architecture and environmental design students. She advises students on course scheduling, changing majors and academic probation, among other things, she said.

Notermann said she sees many students because she's there "all the time." Also, faculty members may not be aware of changing general education requirements that she deals with regularly. She said if a student has a problem with their senior evaluation, she can help.

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Executive says end to NHL strike may be near Bowl picture taking shape

By Howard Ulman
Associated Press

BOSTON — Talks aimed at saving the NHL season took an optimistic turn Monday, with one influential general manager saying a breakthrough could be imminent.

"We will know exactly where things are going (after Monday night's session)," Boston Bruins general manager Harry Sinden said. "If things continue to progress in a positive direction, we will get things done either (Monday night or Tuesday)."

Sinden spoke as he returned to the hotel meeting site after a recess of about two hours. At a three-hour afternoon session, management gave details of proposals it made last week on salary arbitration and a rookie salary cap.

There was no comment from representatives of the NHL Players Association.

"I think there was an overall

positive tone this afternoon," said Sinden, who sounded more upbeat when he returned for the night meeting than when he left the earlier session.

In the 52nd day of the owners' lockout, Sinden said as he left the afternoon session that talks "could go on to completion or could end very quickly," depending on the union reaction to the proposals.

With time running out to settle the dispute, the talks assumed a new urgency when they resumed last Thursday in Boston. Negotiators left after a three-hour morning meeting Friday and reconvened Monday. Both sides characterized last week's talks as constructive.

Owners have said teams would have to play at least 50 games for a season to be meaningful. That means the season, originally scheduled to start Oct. 1, would have to begin about mid-December. The NHL already

has reduced the original schedule of 84 games per team to 60. A total of 289 games were missed through Monday.

Sinden said there was no discussion Monday of a major issue separating the sides, a payroll tax for teams that spend more on salaries than the league average. The union sees that as a form of salary cap that it opposes.

"What's on the table, we must get out of the way first," Sinden said. "We'll plug away."

At the afternoon meeting, management gave figures prepared during the weekend to go with the arbitration and rookie salary cap proposals.

"We want to see what they come back with," Sinden said.

Among those at the meeting site were Sinden, NHL commissioner Gary Bettman, general managers Bobby Clarke of the Philadelphia Flyers and Lou Lamoriello of the New Jersey Devils, union executive director

Bob Goodenow and players Andy Moog of the Dallas Stars and Guy Carbonneau of the St. Louis Blues.

"It's a tough read. We're in the midst of negotiations, at least," Sinden said as he left the hotel after the afternoon talks. "This is solid-type negotiations, I'd say."

"We had presented a proposal Friday that didn't have all the details attached. We presented it back to them (the players) with the numbers filled in. It's rather detailed and complicated."

Carbonneau had characterized last week's discussions as "probably the best session that we had in two months."

They were the first talks held on consecutive days since Oct. 4 and 5.

After they ended, Bettman said: "We had a constructive day and a half of meetings (but) we still have a lot of work to do."

By Rick Warner
Associated Press

The nation's top three teams are heading in different directions for the holidays.

No. 1 Nebraska can clinch an Orange Bowl berth by beating Oklahoma on Friday. The Cornhuskers would play No. 5 Miami, provided the Hurricanes beat Boston College.

No. 2 Penn State already has booked reservations in Pasadena, where the Lions will meet No. 12 Oregon in the Rose Bowl. The Lions finish their regular season Saturday against Michigan State.

No. 3 Alabama will be Sugar Bowl-bound if it beats No. 4 Florida in the Southeastern Conference championship game Dec. 3. The loser plays No. 14 Ohio State in the Citrus Bowl.

Several teams remain in the running to play the SEC champion in New Orleans. If Alabama is there, the Tide will probably play No. 7 Florida State. But the Seminoles won't play Florida in the Sugar because the teams meet Saturday in Tallahassee, and nobody wants a rematch.

The leading candidates to play Florida in the Sugar are Notre Dame and No. 13 Virginia. The Irish might get the bid with a win over No. 17 Southern Cal. If Notre Dame loses, Virginia could go with a victory over North Carolina State.

Texas Tech can go to the Cotton Bowl with a win over Texas Christian. The other spot could be filled by Notre Dame, Virginia or Southern Cal.

Several bowl berths were filled Saturday, but many others won't be settled until next weekend.

Oregon gained its first Rose Bowl bid in 37 years by beating Oregon State 17-13, and No. 10 Colorado State locked up a Holiday Bowl trip with a 44-42 victory over Fresno State. Colorado State will play No. 20 Michigan, which lost to Ohio State 22-6 Saturday.

Wisconsin earned a berth in the Hall of Fame Bowl by beating Illinois 19-13. The Badgers will play an Atlantic Coast Conference team, probably Duke or North Carolina State.

The Liberty Bowl is matching Illinois against East Carolina.

UNLV, which defeated Nevada 32-27 to win the Big West, plays Mid-American champion Central Michigan in the Las Vegas Bowl.

No. 6 Colorado is headed for the Fiesta Bowl, where it could play Florida State, Virginia or Southern Cal.

Other potential bowl matchups: Gator (Tennessee vs. Virginia Tech); Carquest (South Carolina vs. Syracuse, West Virginia or Boston College); Peach (North Carolina vs. Mississippi State); Independence (Duke or Virginia-N.C. State loser vs. Georgia, South Carolina, West Virginia or Indiana); Aloha (Kansas State vs. Boston College or Syracuse); Freedom (Utah vs. Arizona or Washington State); Copper (Oklahoma vs. BYU); Sun (Texas-Baylor winner vs. Virginia-N.C. State winner or Southern Cal); Alamo (Washington State vs. Texas-Baylor loser).

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SENATORS: Several say student referendum in favor of quarters will not factor strongly into their decisions on Nov. 29

From page 3

85 percent of (students) would vote for semester."

Although some cited the low student turnout for the referendum as a reason it will not strongly influence their decisions, ASI President Erica Brown said she feels the referendum is representative of student opinion.

The ASI Board of Directors passed a resolution in October reiterating its support for the quarter system.

"I understand that thought process, but I think that what we do at Cal Poly, or pretty much any election, is you take a representative vote," Brown said. "Those that do vote are the ones who care."

"Eighty-seven percent of students said they were in support of quarter system, but nobody blinked an eye," Brown said, referring to last spring's referendum. Brown encouraged students to go to today's Senate

meeting to let the faculty know students' opinions.

"I think the variety and the fast pace of our courses here gives us a better education than some universities," Brown said. "We obviously have a quality system. I don't think we should change that."

The College of Agriculture shows the strongest support for the quarter system, with six of seven senators unanimously against the change to semesters.

The other senator was out of town and could not be reached.

"I see no reason for the large amount of work and hassle, including the territory fights between and in the departments, that a change will cause," said environmental and horticultural science professor David Hanning.

"There will also be a great loss of flexibility in terms of choosing what courses students want to take. Class variety will decrease and that's what our alumni and students say they like about Cal Poly."

Opinions in the colleges of Engineering, Science and Math, and Architecture and Environmental Design remained divided, while senators in the College of Business and Professional Consultative Services were largely undecided.

The College of Liberal Arts had the strongest support for semesters, with five senators planning to vote in favor of the calendar change. Three

remained undecided and one couldn't be reached.

Although most senators remained unsure as to how they plan to vote, many expressed personal opinions.

"Personally, I favor semesters, but on the other hand, the vast majority of students in the city and regional planning department are in favor of quarters," said city and regional planning professor David Dubbink.

Dubbink said he was waiting on a discussion of the costs of a switch to a new calendar before making his decision.

Graphic communications professor Stephen Mott said he plans to vote for the change to semesters.

"As a senator, I'm carrying the wishes of my faculty and my department to the Senate floor," Mott said.

• Daily editors Len Arends, Lisa Hansen, Silas Lyons, Troy Petersen, Pamela Slaughter and Cindy Webb contributed to this report

BOSNIA: Casualties limited in cross-border attack on Serbian runways

From page 1

said. "We did not want to go outside of that airfield area, and we wanted to limit the number of people on the ground who might be casualties as a result of the strike."

Slobodan Jarcevic, an aide to Croatian Serb leader Milan Martić, asserted that two villages north of the airfield were destroyed, "and it is assumed that all civilians that were in those houses were killed." There was no independent confirmation.

The United Nations said some Czech peacekeepers, who were posted near Udubina, were taken hostage after the raid. Jarcevic said two peacekeepers were being held by Serb troops who are "threatening to kill them."

Smith said the raid wasn't meant "to put the airfield out of commission for an awfully long time. If we had wanted to we would have taken out all the aircraft, the ammunition."

Croatia's air force commander said the damage to two runways "could be repaired in 48-72 hours." The commander, Col. Imra Agotic, also said about 20 fixed-wing aircraft and 10 helicopters were "destroyed or considerably damaged."

The air strikes actually may play into the hands of Bosnian and Croatian Serbs. Since they have been attacking Bosnian government lands jointly in recent weeks, an escalating cross-border conflict might pressure Serbian President Slobodan Milosevic to help the Serbs.

The Serbian leader cut off most aid to Bosnia's Serbs in August in exchange for eased international sanctions on Serb-dominated Yugoslavia. He continues to wield influence in Serb-held parts of Croatia.

Senior U.N. envoy Yashushi Akashi said Monday that he and Milosevic would meet Wednesday with Martić, head of Croatia's breakaway Serbs.

"It was a strong and entirely appropriate response. That airfield has been used to conduct the air attacks against the Bihac region. It was the right thing to do."

Bill Clinton
President

Martić condemned the bombing as "an insolent and vandal attack ... which we haven't provoked at all."

Akashi, the top U.N. official in former Yugoslavia, insisted the NATO air strike was a "necessary and proportionate response."

And President Clinton said: "It was a strong and entirely appropriate response. That airfield has been used to conduct the air attacks against the Bihac region. It was the right thing to do."

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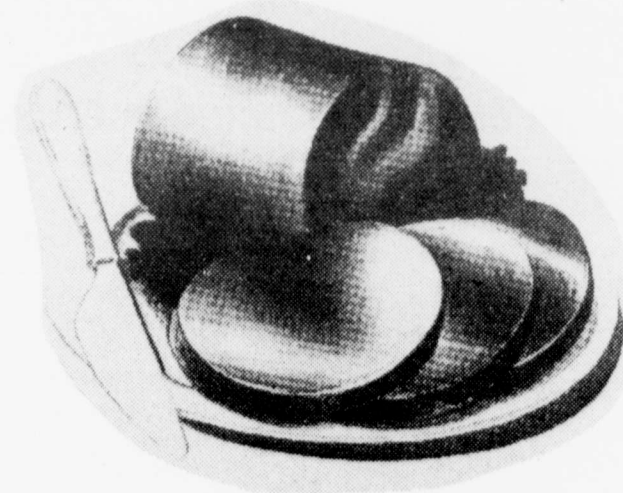
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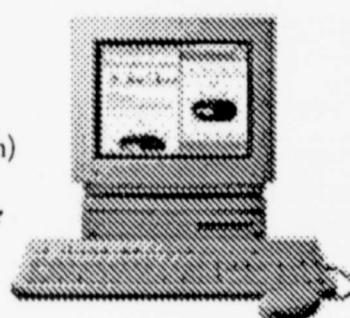
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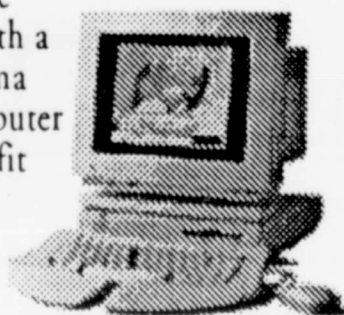
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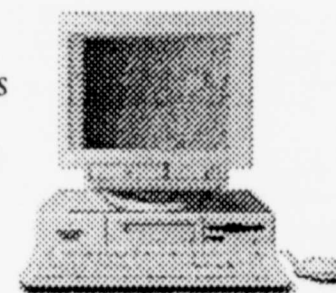
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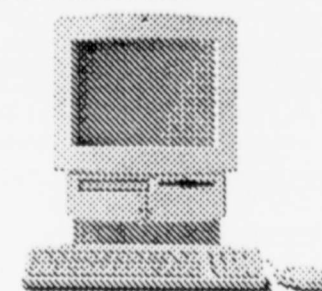
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